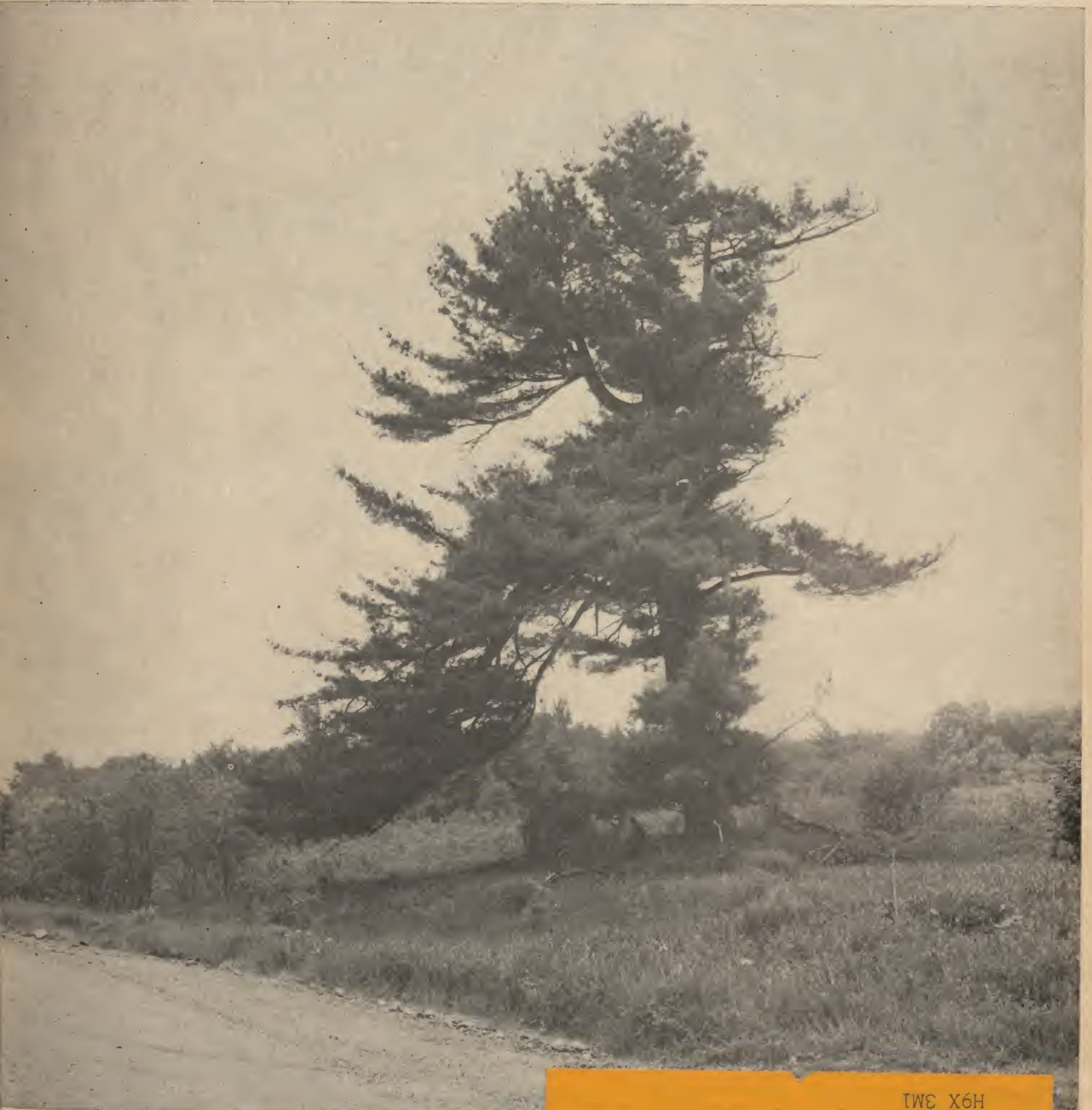


# The Macdonald Journal

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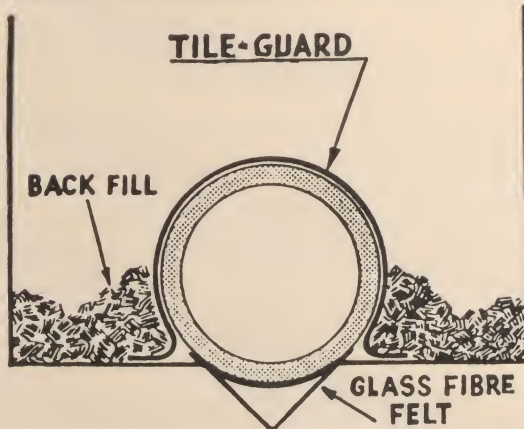


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# THE macdonald JOURNAL

JULY 1975

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## In This Issue

Cover: Though scarred by time,  
weather, and neglect, there is  
something appealing about this  
solitary tree by a quiet road in the  
Eastern Townships. Photo by  
Hazel M. Clarke.

Guest Editorial	2
Macdonald Reports	3
Women: A Challenge to Management	8
The Family Farm	11
This Month with the QWI	16

## Journal Jottings

There is something missing in  
this issue. Sound! We are privileged  
to be publishing two speeches  
that were given on this Campus  
recently. Once read your thoughts  
will return again and again to  
their message. But they are not  
quite complete because there  
is no way for us to depict the  
rapport between audience and  
speaker, the voice intonations, the  
laughter, the murmurs of agree-  
ment, the spontaneous and  
enthusiastic applause — even  
the odd, stifled cough. You can't  
hear the speaker's enthusiasm  
or the audience's warm reception  
but rest assured, they are there.

Dr. Michael Shaw's Convocation

address is printed in full; as he  
mentions in his delightful summa-  
tion, there is a time limit placed  
on such speeches. Unfortunately,  
Mrs. Ellen McLean's address to the  
QWI Annual Convention had to  
be condensed and even so, I have  
had to lengthen the columns and  
set aside the many photos I  
originally intended to include in  
the layout. But they can wait for  
this was the highlight of  
Convention.

And, of course, for me one of the  
highlights of the year is the oppor-  
tunity I have of being able to be  
present at the QWI Convention.  
It is a good feeling to meet a  
friend you haven't seen for nearly  
20 years, to meet friends made over  
the past five years, to ask and hear

about those unable to attend,  
and to make new ones.  
As Convention draws to a close  
I always realize that there are  
so many people I didn't get to talk  
to, so many branch activities  
I forgot to ask about. Questions,  
questions, questions, that I didn't  
get answers for — and you may  
have had some, too. When you've  
read our Guest Editorial you'll  
find out that there will be other  
opportunities for this vital two-way  
communication. If I'm unable to  
be with you, I've asked my col-  
leagues to please say "Hi" for me;  
if you have any messages, please  
send them along. It will make the  
time till next Convention pass  
that much quicker.

Hazel M. Clarke



If a poll were taken, surely the Country Fair would rank high on the list of summer attractions for the young-at-heart of any age. Throngs of people enter the gates of every fair. Some are there only as spectators to soak up as much of the fair's atmosphere as possible. It's a great time to find out what country living is all about (if you're from the city), or to visit with old friends and watch the various activities on the program (if you already live in a rural community). The midway, with its whirling rides and noisy gambling games, adds to the magic of the place — who can resist paying 50 cents to show what he can do, throw that ball straight as an arrow and win a teddy bear.

Other people come to the fair to show what they can do in a more serious way. The young teenager has practised many weeks to enter the calf class of the showmanship competition, and a farmer has had to become very knowledgeable in his business to raise a prize sow. Displays of beautiful handicrafts are a credit to the Women's Institute members, reflecting the artistry of the women of rural Quebec. The elegant young riders, sitting so straight on magnificent horses, show the hours they have spent in rigorous training to master their particular sport.

The people who enter competitions at the fairs are often the same people who work for their various service groups. You may see the

farmer who showed the prize sow working in a snack booth; he is helping to raise money for a scholarship that his local Quebec Farmers' Association group awards each year. The boy in the calf competition could be a Quebec Young Farmer, whose club runs a dairy booth to raise funds. The best food at the fair is often served by the W.I. to finance a project on nutrition education in their community. Concerned rural people are very busy people.

This year the Extension Department of Macdonald College will bring an exhibit to most of the country fairs to show what it can do — FOR YOU! This department's concern is to serve the community, and at the fairs we hope to meet as many people from as many communities as possible. Most of the staff will be on hand, from time to time, to say hello, to get acquainted, and to explain the various ways that Extension has for helping you. The department has something for everyone — a magazine, newsletters, films, evening courses, guest speakers and conferences. Our field ranges from agricultural information to community development projects, to just plain entertainment (in some of our films).

It is also hoped that the people at the fairs will help the Extension Department, too. A flow of new, constructive ideas, coming from the community, is essential to the success of any organization

working with the public. What do you need? What don't you need? Which programs should be updated and which are successful as they are? Let's sit down and talk about it; let's work together so that everyone benefits. The informal and happy atmosphere of the country fair should be a fine place for good conversation.

The staff manning the Extension booth will also endeavour to answer any general inquiries about Macdonald College. In the May Journal, Dean Blackwood disclosed that the college is indeed alive and thriving; new and exciting things are happening at Macdonald which could attract many young people to the student body. This news will be available to you, as well as information on entrance requirements, courses given, and how to apply for admission to the college.

Just as you are already working for the success of your fair, be it Ayer's Cliff or Bedford, Huntingdon, Shawville, or a host of others, the Extension Department is preparing a display to welcome you. It will be a real privilege to talk with you, it will be interesting to see your displays and competitions, and it will be fun to be there.

See you at the fair!

Joan Habel



Convocation, May 31, 1975

## Honorary Degree

Mr. Chancellor, I am privileged to introduce to you, and to this Convocation, Dr. Michael Shaw, Professor of Agricultural Botany and Dean of the Faculty of Agricultural Sciences, University of British Columbia.

Although he was born in Barbados, and has spent most of his working life in western Canada, Michael Shaw is no stranger here, and needs no introduction to many of us. This is because he obtained most of his formal post-secondary education at McGill University where he earned the degrees Bachelor of Science, Master of Science, and Doctor of Philosophy.

Very early in his career Dr. Shaw became interested in the plant sciences, especially plant physiology and the physiology of plant diseases. Under the supervision of the renowned physiologist, Professor George W. Scarth, and with the cooperation of Professor John G. Coulson, he did some truly pioneering research on the respiration of plants, and the opening and closing of their stomata when the plants were exposed to various normal and abnormal conditions. This work was done with a home-made infrared gas analyzer, in the Department of Plant Pathology here at Macdonald College, long before commercial apparatus for such analyses was available to plant scientists.

After graduation, Dr. Shaw combined his interests in plant physiology and plant pathology in

some very noteworthy basic studies of the interactions between plant hosts and their parasites. This is an area of continuing interest to him and one in which he is an acknowledged leader.

At McGill University, he won the Major Hiram Mills Gold Medal for ranking highest on the First Class Honours List for Biology. This was the forerunner of the many honours and awards that have been bestowed upon this worthy Canadian scientist. Included among these is the highest accolade of the Canadian Society of Plant Physiologists — their Gold Medal; and a Ph.D. degree *ad eundem gradum* from the University of Saskatchewan. He served this latter Institution for nearly 17 years, rising through the ranks to become Professor and Head of its Department of Biology.

Mr. Chancellor, may I present to you, so that you may confer upon him the Degree of Doctor of Science, *honoris causa*, this Fellow of the Linnean Society, Fellow of the American Phytopathological Society, Fellow of the Royal Society of Canada, long-time editor of the prestigious Canadian Journal of Botany, author and co-author of more than 70 papers in scientific journals, distinguished agriculturalist and honoured graduate of McGill University, Dr. Michael Shaw.

Professor R. H. Estey,  
Chairman,  
Department of Plant Pathology.



Dr. Michael Shaw

## Plus Ultra — There is More Beyond

Mr. Chancellor:

As a boy in Barbados I went to a boarding school founded in 1735 by the Anglican Church, and strong in the classical traditions. Boys 10 or 12 years old were taught Latin and Greek. There I Learned that Caesar wrote:

*"Gallia est omnis divisa in tres partes."*

All Gaul is divided into three parts.

This is a trivial, historical fact, an apparently useless fact. But one can never be certain that seemingly useless information will not suddenly assume a highly tactical significance. The division of Gaul into three parts was impressed upon me at such a tender age that I have never forgotten it, and I have never lost the habit of dividing



things into threes. My address today is no exception. My title is "*Plus Ultra* — There is more Beyond," and what I have to say is, like Gaul, divided into three parts.

For the first part, I thank the Senate of McGill University, and you Mr. Chancellor, for conferring this honour upon me; and I thank Professor Estey for the remarks he has made about me. I am proud to be a graduate of so distinguished an institution, and I acknowledge my early and great debts to the late Professor John Coulson of Macdonald College and to my research supervisor and mentor, the late Professor George Scarth, Macdonald Professor of Botany at McGill. Because it behooves an academic on an ego trip to recognize the better part of wisdom, I also thank my wife, Jean, for her enduring understanding and forbearance. She and I have very happy memories of our student days both in Montreal and here at Macdonald, where she spent two summers working with Dr. Morrison and Professor Murray with whom, under the eagle eye of M. Vallée, she learned to use a hoe and to paint a barn.

For the second part, I offer my congratulations and good wishes to all of you who have received your degrees today, and I offer for your possible entertainment some thoughts about education. When I began to prepare this address I was tempted to tell you what students think and to offer some advice. Then I read an article in the New York Times by Miss Edna Goldsmith. Edna is a sophomore at Yale and clearly what my generation called a

smart "cookie". She said that articles about students often invoked her wrath. She said, and I quote, "Those written by adults telling me what I think are often quite illuminating. I mean it's interesting to know that even if I don't know what I think, someone else does." That is a telling remark and it gave me pause. So I shall confine myself to telling you what I think; and where you store this seemingly useless information, or whether you store it at all, is your own business. I think graduation is like sailing through the Straits of Gibraltar, from the calm confines of the Mediterranean into the open waters of the Atlantic Ocean. An American scholar, Dr. Margorie Nicholson, has noted that before Columbus sailed across the Atlantic the coat of arms of the Royal Family of Spain depicted the Pillars of Hercules, the Straits of Gibraltar, with the motto "*Ne plus ultra*," indicating that Spain was the outpost of the world and that there was no more beyond. After Columbus made his historic voyage the negative was erased, leaving the Pillars of Hercules and the motto "*Plus Ultra*" — "There is more beyond."

There is certainly more beyond graduation; so I suggest that at the outset of your voyage you might ponder on what a university education is for. It is a question that merits deep and thoughtful consideration and discussion by students, by university faculties, and by the public. There are many conflicting opinions about the answer. The traditional or classical view of the University is that it is a community of scholars and that,

in the words of Disraeli, "A university should be a place of light, liberty and learning."

By "light" Disraeli meant the light of intellect, of understanding in the Baconian sense. By "liberty" he meant freedom of enquiry and the freedom to express unpopular views. He did not mean licentiousness, which may disappoint some of you. This view incorporates the idea of the education of the whole man in scholarship for the sake of scholarship. There is a great deal of wisdom in it, but you can come quickly to the conclusion that it is not by itself sufficient for today's world.

At the other end of the spectrum we have the view expressed in the United States Public Law Education Amendments of 1972, and I quote:

"The nation's institutions of higher education constitute a national resource which significantly contributes to the security, general welfare and economy."

There is a great deal of truth in this statement, but as a guideline for action it too should be interpreted with caution. It is certainly true that one of the reasons that universities exist is to serve society through the training of doctors, lawyers, teachers, accountants, and the like. But if this were the sole function of the university, if we push this view to its extreme, we come rapidly to the point at which the university is regarded as a gigantic supermarket whose shelves are stocked with cheap, attractively packaged courses in how to be, in the words of the old rhyme,



"Tinker, tailor, soldier, sailor,  
Rich man, poor man,  
Beggar man, thief,  
Doctor, lawyer, merchant chief."

— and never mind the basic principles, concepts or philosophy of the subject — never mind research to extend the boundaries of knowledge — never mind great literature — just tell us how to do it.

I am deadly serious when I say that the pressure in this direction is there, that this short-sighted dragon lives. You, as graduates, and we who work in the university must do everything that we can to slay him. I do not mean that the universities should not be involved in vocational education for the professions. They should be, and they are. I do mean that the essence of a university education lies in learning to think critically, in intellectual vitality and rigour, in the art of creative conceptualization. I mean that these arts cannot be neglected by the university teacher, whatever he or she is teaching, and cannot be neglected by the student whatever he or she is learning to do or to be.

Hidden in the view of the University as supermarket with the student as consumer, hidden, like another short-sighted and ugly mediaeval dragon lurking in its lair, lies the dangerous thought that university professors should not waste their time on research; that professors can better spend their time teaching more prepackaged know-how. What this particular dragon does not see is that all the important changes in the curriculum of university education have come from the incorporation of new knowledge, new principles, new insights discovered through research and

creative scholarship, and that research is as necessary for intellectual vitality and originality as breathing is for life itself. This dragon does not see that without the interplay between research and teaching, the universities and their graduates are all made out of "tickie-tackie and they'll all look just the same" — dull and grey. What universities are for and what university education is all about lies somewhere between Disraeli and the United States Public Law. You will have to decide for yourselves just where that somewhere is. I cannot do better than quote the Lord Annan, Provost of University College, London. You will note that he too knows about the division of Gaul into three parts. He said, in Toronto in 1971:

Universities have three roles. They exist to create and discover new knowledge. This they do through research. They exist to transmit to each generation high culture. Whatever at a given time is thought to make men and women civilized, whatever is thought to be intellectually important and of concern to society, they teach to their students. Their third role is to select and certificate their students, and in collaboration with the professions, set standards, and make judgements on their students. They do this for their own purposes but society takes note of their judgements.

To this I would add that if the university is subservient to every whim of society today, it will fail in serving the important needs of tomorrow which society itself cannot foresee. This is because, in the words of Stephen Leacock,

Knowledge is a peculiar process. You aim at one thing and you hit another. You set out to look for ultimate truth and you don't find it. But incidentally, you have acquired a cultivated mind. You pursue studies that you think will be of use in your business. They are not. But by the time you are done with them you yourself are a better man for your business and for any other business.

For the third part, I compliment Macdonald College for the leadership that it has given in agricultural research and education in Canada in the 70 years since its foundation by Sir William Macdonald. I am proud also, Mr. Chancellor, to be a member of the Macdonald College Clan, and naturally I turn to the subject of agriculture.

Agriculture was the first science; it is the mother of all the sciences; it stimulated man's interest in measuring and surveying the land, in the seasons, in climate, in the calendar, and in the science of astronomy; it feeds the world; it makes life possible. And yet it has been taken for granted.

Even the most conservative demographers tell us that the world population is now increasing by 70 million a year and will double in 35 years, long before many of you who are graduating today have reached the age of retirement. Like Caesar's Gaul, the world is divided into three parts: the developed world of the West, a world of high technology and affluence resting securely, for the moment, on a relatively efficient agriculture; the centrally planned economies of the communist states; and the developing countries of the third world,



a world constantly haunted by the threat of famine and the spectre of starvation. About half the people on earth live in that third world, and it is there that most, about two thirds, of the annual increase in earth's population occurs. The tragedy is that the third world countries are the least equipped with the resources and the infrastructures required to increase their agricultural production to the levels that would be required to feed their people, not at an affluent, but at an adequate level.

The global food situation has deteriorated greatly since 1967, and at a rate so rapid that it has surprised even those who predicted it. Exacerbating the effects of the continued increase in population, there has been an extraordinary confluence of interdependent events, which it is almost impossible to sort out, and which I am obliged to oversimplify if I am to describe them at all. I think Caesar would have recognized three. They are:

First, bad weather occasioned by an alarming cooling trend in the world's climate. Second, a spreading world-wide inflationary trend, leading to a monetary crisis, which has been marked by a high degree of instability, as we can see from the lag in the U.S. economy and the devaluations of the U.S. dollar in 1971 and 1973, a monetary crisis which led, in turn, to speculative demand for agricultural products, because it was safer to hold grain and raw materials than it was to hold dollars. Third, the oil or energy crisis, which dramatically increased the cost of agricultural inputs, including fertilizers.

This confluence of events has so changed traditional patterns of grain exports that the only important exporting countries now left are Australia, Canada, and the U.S.A. In 1972, the food surpluses in North America, Western Europe, and Australia suddenly disappeared and grain stocks are now at dangerously low levels. Thus the world food situation changed, more rapidly than anyone could have imagined, from one of food surpluses and low prices to one of relative scarcity and high prices. We now face the problem that in North America our agricultural policies have been designed to deal with surpluses, not scarcity. The present situation is, I think, highly unstable and extremely serious. We find that there is a spectrum of opinion about it ranging from outright pessimism, from the opinion that we shall have to decide what countries of the third world we will allow to starve, to cautious optimism, to the opinion that the factors which have led to the present situation are largely transitory and can be corrected by intelligent policies.

It is true that we can do a great deal to increase production. It is true, also, that we can formulate more intelligent policies. But it is one thing to formulate policy and another thing to gain acceptance for those policies on a national or global scale. The fact is that our earth is a finite and virtually closed system and that we are now negotiating, with frightening speed, a turning point in the sombre race between the growth in man's numbers and his ability to feed himself. Yet the solution to the problem of population growth is not

in sight, despite all the various methods of birth control now available. Indeed, at the World Population Conference held in Bucharest in 1974, many of the third world countries stated bluntly that they needed more people, not fewer, and took the position that their birth rates would not decline until they had a larger share of the world's resources.

This means that governments and all who are concerned with planning, predicting or even understanding what lies beyond can no longer afford to ignore agriculture and everything connected with it, can no longer take agriculture for granted. Agriculture must become a central facet in the formulation of government policy. It must be recognized that our whole society and its economy, our civilization itself, are interdependent with agriculture in fundamental, subtle and complex ways. I regret to say that this is not understood by the general public; not understood by too many mandarins in Ottawa; not understood by most politicians — and, with respect, I have my doubts about university presidents, Mr. Principal.

Why? Why not understood? Because in this respect our educational system has failed. It too has taken agriculture and the agricultural faculties very much for granted. The faculties have three important roles — Caesar would have appreciated this — teaching, research, and extension. These roles cannot be taken for granted. Yet our educational system has, in fact, been guilty of allowing agriculture and the agricultural sciences to fade into a kind of intellectual limbo. What agriculture is about and the complex ways in which it



is woven into the fabric of our economy and our daily life are totally ignored in the curricula of our secondary schools and community colleges and in the faculties of Arts and Science in virtually all our universities. The result is that the vast majority of educated men and women are so totally ignorant of the nature of agriculture and how it affects them that they cannot contribute in any meaningful way to discussion and criticism of government policies concerned with agriculture. This I regard as a state of affairs which is no longer tolerable in today's world. This intellectual isolation of agriculture is in fact my third dragon, and he must be slain. We must get a proper perspective on the significance of agriculture and its relation to our economy and ecology into the curricula of our educational institutions. If we can do this, and, as the motto of my old school in Barbados has it:

*"Possunt quia posse videntur"*  
They can because they think they can,

then I believe that there will be far less danger that future generations will once again take agriculture and everything connected with it for granted, even in years when the crops are bountiful.

My almost final word is to the graduates. Good luck on your voyage as you sail through your Straits of Gibraltar. You must find your own bearings and set your own course. I have warned you about dragons. They used to be marked on medieval maps, but no longer. Remember to watch out for them.

And now, begging your indulgence, Mr. Chancellor, because I think that I should end on a lighter note and because nature endowed me with a liberal share of a different kind of gall, I shall repeat this address under the title. "Play It Again, Sam."

### Play It Again, Sam

Chancellor, Principal, Dean, Professor Estey,  
Allow me to express my thanks to ye  
For what you've said, for this most eminent degree  
All wrapped in gold and scarlet, and honoris C.

To my fellow graduates, gathered here today,  
Congratulations! May luck attend your way!

Dean Blackwood said I should deliver an address  
For twenty minutes — nothing more but nothing less,  
And Information needs a copy for the press.

I have told you the world is in an awful mess

The global waters full of dragon, alligator,

But never mind — because the challenges are greater.

I've always felt that convocations should be fun;

They celebrate the academic race you've run

Many intellectual struggles fought and won.

Celebrate the other things you should have done

Or left undone, for there's still time, it's not too late!

You make a fresh beginning when you graduate.

There are many things and more beyond, *plus ultra*  
About the population versus agriculture

I have said the world must try to grow enough to eat  
Because the population bomb is hard to beat

And modern birth control just is not taking hold,

That, what is worse, the climate's getting much too cold,

Remember Gilbert when the prospect's not so hot,

"Calm deliberation disentangles every knot"

So let McGill rejoice, as down the years we scan,

And happy be in the Macdonald College Clan.

Dr. Michael Shaw,  
Professor of Agricultural Botany and Dean,  
Faculty of Agricultural Sciences,  
University of British Columbia.

(A list of Graduates will appear in the next issue.)



# Women: A Challenge to Management

by Marilyn Rabin,  
B. Sc. (F. Sc.) '75

## Facing the Current Situation

On February 16, 1967, the Royal Commission on the Status of Women in Canada (RCSWC) began its inquiry. One area of intense study, the present and potential role of women in the Canadian labour force, is particularly germane to the present discussion.

The division of labour is a universal phenomenon, and sex is universally one of the bases on which it rests. It does not rest entirely on biological sex differences. This is shown by the fact that the precise nature of work specifically assigned to men and to women is not universally the same. In one society the care of cattle, for instance, may be woman's work; in another, women may not even be permitted near the cattle. The work assigned to the sexes varies from place to place. Women clean the streets in the Soviet Union; men do it in Canada. Women used to mine coal, now men do. Men used to be schoolmasters, later women took over; now men are returning to the schoolroom. The first secretaries and stenographers were men, most are women today. The precise nature of the work assigned to men and to women is not really important in itself. What is important is that the work, whatever it is, becomes sex typed and, once sex typed, tends to attract or be allocated to members of only one sex regardless of the qualifications of individual members of the other sex. Therefore, a woman suffers when she is not recognized as having her own identity as a person

with her own aspirations, strengths, weaknesses, tastes, and ideas. Many Canadian women protest against the stereotypes imposed upon them: "Women are not a homogeneous group, and their needs are variable in relation to their social and economic status and their role and contribution in employment. . . Manpower counselors, most of whom are men, think that women have the homemaking instinct. This is no more realistic than assuming all men are mechanically minded" (Royal Commission on the Status of Women in Canada, 1970, p. 3).

As recent as October 8, 1974, at the Women's Health Seminar held at McGill University, Dr. Phyllis Chesler, feminist and author of **Women and Madness**, felt that "most women are only one man away from Welfare. They talk so much and do so very little. They are still conditioned to seek help".

If Dr. Chesler's statements are accurate, women have not progressed much beyond the biblical days. However, I feel otherwise. Business and industries are giving high priority to revising the channels of access to management so that a greater percentage of qualified women can reach management positions. In purely quantitative terms, it is estimated that between 1970 and 1980 the female labour force will increase by about 300,000 (based on 20 per cent of the American figure of 6 million) (Ginzberg and Yohalem, 1973). This quantitative growth is bound to have a qualitative impact: no work organization can effectively consume such a large change in the composition of its labor force without making changes in the

composition of its managerial ranks.

## The Economic Power of Women

In Canada some 2½ million women are working for pay. They represent roughly one-third of the labour force and one-third of the female population old enough to work (RCSWC, 1970). This is quite a sizeable proportion.

But women are encountering a number of problems. For some women, the immediate need is to provide an adequate standard of living for themselves and their dependents. Yet these women are sometimes unable to work because of a shortage of child-care facilities, part-time employment, and opportunities to learn a skill. If they are unable to work, they usually face attitudes relegating them to lower paying occupations. Often, it is not recognized that the financial needs of women may be just as great as those of men.

Lack of recognition of women's potential is a second enormous factor that creates problems. This is probably because they have not entered into the more prestigious fields in significant numbers. This can be overcome if men and women are accepted as contributing to the economy on an equal basis.

Women's higher level of education is not reflected in their earnings. According to the Royal Commission on the Status of Women the extent of women's economic power is not impressive. Women receive less than 20 per cent of the total earned income and appear to hold



less than half of the securities and real estate in Canada. They are not equal to men in consumer-spending and their credit is restricted to some extent by law and to a greater extent by policies and practices. They are practically unrepresented on corporation Boards of Directors and on stock exchanges. What this really means is that women are not in a position to have as great an impact as men on the economy. Since their incomes are smaller they do not have as much as men with which to invest. Since they are not on corporation Boards of Directors they cannot participate directly in any decision making by corporations. The power to involve women in the financial world is the concern of companies. They must consider women as company directors, and this will allow for a greater range of experience and talents.

Thus, from a management point of view, perhaps the strongest argument for revision of employment practices so as to increase the number of women in management positions is that industry can simply no longer afford to waste so valuable a resource. As society expands and becomes more complex, so do the problems of the organizations serving it. Therefore, every available source of talent must be gathered in order to cope effectively and competitively with these problems.

### Accommodating Women at the Professional and Management Level

Women who first entered the professions traditionally reserved for men encountered great difficulty in acquiring training and later in establishing a place for themselves

in the profession. This is clearly evident in the struggles of professional women who were the first to enter their respective fields, such as Dr. Emily Howard Stowe, first woman to practise medicine in Canada, Clara Brett Martin, first woman lawyer, Dr. Alice Wilson, first woman geologist, Elsie Gregory MacGill, first woman aeronautical engineer. In 1910 McGill University finally recognized the outstanding research Dr. Maude Abbott had done in congenital cardiac disease by awarding her with an M. D. and C.M. (*honoris causa*). She had gone to Bishops College to study medicine since the McGill medical faculty had refused to accept women at the time. The faculty still permits few women to enter.

It is now apparent that there is no basic difference between the range of levels and styles of work performance of women who have reached top jobs and those of men in similar positions. Studies indicate that the interests and abilities of women in the professions and management tend to differ from those of men in certain respects, and vice versa. For instance, women are more likely than men to have what is called a general rather than specialized type of ambition; to be interested in balancing family or leisure interests against work, and to settle for a satisfying job which leaves room for this rather than to drive towards the peaks of a profession. They are less interested in office politics, and administration. They seem to adopt an informal, personal expressive style of management or professional approach, and to be more tense, self-conscious, meticulous in details, and reluctant to delegate than men (Fogarty, et al 1971).

The latter are the views expressed by one author and may not be the universal trend. Women, of course, do predominate in certain areas of employment and are virtually excluded from others. Included in this latter group are management positions and jobs leading to management. Those responsible for significant decision-making in an organization is the context to which management is referred. In business, "male" jobs are frequently preparatory to entry into management; typical "female" jobs are those in which a woman is simply expected to improve or refine whatever skills are associated with her job. If she meets expected standards and remains in the labour market, she will advance. A secretary, therefore, is merely a more efficient typist and a better office organizer than a stenographer. Her functions do not significantly change; she just works for a higher level boss!

While a man has access to the decision making process where leadership is exerted, action initiated, and the product determined, the woman just helps in running things more smoothly and efficiently. The parameters of female jobs are infinitely more confining and up to now this state of affairs has been commonly accepted without serious question by both management and employees. In cases where women do occupy higher level jobs which meet the broad definition of "management", women tend to have such titles as executive assistant or assistant manager.



There have been several unsupported assumptions about the characteristics of women which make them inappropriate for managerial jobs. For instance, gentleness in place of strength; emotionalism for rationalism; submissiveness for leadership. This is very controversial, for who is to say that these characteristics common to most women are any different from those common to most men. Everyday observation and experience has revealed that there are many women who are aggressively strong, rational, natural leaders, and many men are just the opposite.

With regard to female and male leadership characteristics, it has been observed that girls in coeducational environments exhibit greater leadership strengths in their early school activities than do boys. Apparently, adult attitudes begin to catch up with them as they grow older when girls begin conforming to their expected supporting role.

Employers also cite women's higher turnover and absentee rates as reasons against their promotion. The validity of these excuses is highly questionable.

It has also been said that neither women nor men will work for women. This is merely because people are still not used to seeing women in managerial positions. This problem can be solved easily by allowing more women to advance to higher positions.

Women themselves can also contribute to their own failure to reach senior levels. They often see themselves as short term employees who are working "until" they marry (no longer a criterion), "until"

they have a family, or "until" they reach their economic goal (when they can afford a colour television). Sometimes a woman can discriminate against herself by being just unwilling to assume responsibility.

The Royal Commission did conclude, however, that successful women have to be better qualified and must work harder, for even women at the top are handicapped by their sex.

Accommodating women at the professional and management level is not an easy task with which to contend. There are three main reasons why women's skills and abilities are not being fully utilized in this area. Some women have by choice remained outside the labour force. Other women would like to enter the labour force but are prevented because of family responsibilities. A large number are working at jobs for which they are overeducated and experienced.

#### **Participation of Canadian Women in Public Life and its Consequences**

The British North America Act on October 18, 1929 finally recognized women as "persons". It is very evident that a woman is admired if she is pretty, stylish, affectionate, clever, sophisticated, pleasant, mannerly, housewifely, motherly, or if she does well in appropriate occupations such as professor, dietitian, nurse and secretary — in short, if she knows her place as a woman. If she is to become serious in other spheres, or undertake to participate in the important concerns of public life, no matter how capable, how expert, or how dedicated she may be, a woman is likely to be ignored, patronized, or ridiculed.

This abuse is mild compared to that received by the first women who requested the right to vote. The federal franchise was granted in 1918 to all women, although in the western provinces women could vote in the provincial elections prior to 1918. It was not until 1940 that women in Quebec were permitted to exercise their right.

The small number of electoral victories for women is not necessarily a reflection of their unwillingness to run. In the last federal election held on July 8, 1974, there were 137 women candidates, nine of whom were elected to the House of Commons, as compared to 71 women who ran in the 1972 federal elections, five of whom were elected. This is an overwhelming 58 per cent increase in the number of women who actively participated in politics.

Acceptance of more women in departments of government at top levels is increasing slowly. One area where this is apparent is the appointment of judges which is the prerogative of government. Women are needed as judges to widen the experience of the judiciary and to definitely establish an image of women equal in authority to men. J. C. McRuer, former Chief Justice of the Ontario Supreme Court, stated in 1968: "There is not one woman on the Supreme or County Court Bench in Canada. I do not suggest that a woman should be appointed to the Bench because she is a woman, but I do say that there are many women who are practising at the Bar of Canada who would make better judges than some of the men that have been appointed."

*(Continued on page 20)*



# The Family

# Farm

Published in the interests  
of the farmers of the province  
by the Quebec Department of  
Agriculture.

## Construction of Artificial Lakes

Farmers wishing to construct artificial lakes for raising fish, as a complement to other farming activities and with a view to maximum use of all the resources of their farms, may obtain aid from the Department of Agriculture.

The Department's assistance consists in providing the technical help preliminary to the planning of the project and in subsidizing the work.

The program is administered by the Agricultural Hydraulics Division in collaboration with regional agricultural offices.

### Special Conditions

#### A. Source of water

The artificial lakes must be fed by springs, rain water, streams or artesian wells, but the water from these sources must be subjected to quantitative and qualitative analysis to ascertain those physical, chemical, and biological properties which have a bearing on the use to be made of it.

#### B. Dams and structures for retaining and controlling water

Water retaining structures must conform to the Watercourses Act and amendments, the Civil Code, the Municipal Code and specific regulations governing the drainage basin concerned.

#### C. Operation

The project as a whole must abide by the provisions of the

Environment Quality Act and orders of the Department of Tourism, Fish and Game.

### Procedure

Farmers who wish to take advantage of this program must apply to their agronome, who will give them an application form and tell them how to proceed.

### Role of the Agricultural Offices and Laboratories Division

This division will receive the farmer's application and satisfy itself as to the real purpose of the project and find out how much the farmer intends to invest in it, and the possibilities of the enterprise being integrated with the farming enterprise.

The results of this inquiry must be sent to the Department's Special Programs Division.

### Role of the Special Programs Division

The division's fish farming specialists, in collaboration with the regional laboratories, will study the project's technical aspects by inspecting the site and deciding if it is suitable for raising fish and, if so, on what scale, and it will also analyse the water quantitatively and qualitatively.

If the report is favourable, a non-returnable deposit of \$100 in the form of a certified cheque payable to the Minister of Finance is required from the farmer as evidence of his interest in the carrying out of the project.

The project, thus completed, is then transmitted, with a recommendation, to the Agricultural Hydraulics Division.

### Role of the Agricultural Hydraulics Division

The Agricultural Hydraulics Division will inspect the site, study the physical conditions and, in consultation with the farmer, prepare a plan for the artificial lake.

The Division will send the farmer a copy of the finished plan with details of the financial assistance the Department may grant for carrying it out.

### Technical Aid

The Department's technical aid consists of inspecting the site to ascertain the adequacy of the water supply, studying the topography, making the surveyings and borings necessary to fix the dimensions of the lake, and preparing a plan and estimate and a report recommending acceptance or rejection of the project.

### Financial aid

The Department of Agriculture may make a grant of 40 per cent of the total cost of carrying out the project, up to a maximum of \$6,000 per farm.

The grant is payable on production of a report prepared by the Agricultural Hydraulics Division and on presentation of the appropriate receipts.



## Beneficiaries

Any farmer whose status is defined in the Quebec Agricultural Producers Act and whose name is on the official list of the Quebec Agricultural Marketing Board and who has a lake made for raising fish in accordance with the plans and estimates prepared or approved beforehand by the Agricultural Hydraulics Division, and who meets the following conditions:

1. Submits a request for a grant for carrying out the project, on a form supplied to him with the plan;
2. Obtains a written promise of a grant from the Department of Agriculture;
3. Complies with the requirements of the Department's letter of promise.

This program of the Department of Agriculture will remain in force until further notice.

## The Quality of Strawberries — from Field to Table

by J. M. Morin

The Province of Quebec produces an average of eight million pounds of strawberries a year over a period of four to six weeks.

To improve the quality of strawberries is a good way to improve their marketing. The following points should be watched to ensure better control over the quality of fresh berries.

### While Growing the Plants

Follow the recommendations of the Quebec Plant Productions Council as to choice of varieties, fertilization, irrigation, mulching, and protection against weeds, diseases, and insects. Also, before picking, the grower should have an adequate supply of new containers.

### Before Picking

Depending on weather conditions, production capacity of the fields, and the market which is aimed at (fresh strawberries or strawberries for processing) the picking may be done every day, every two days, or twice a week. It is unfortunate that, during hot weather, the intervals between pickings are far too long; as a result ripening strawberries and strawberries too ripe for the fresh product market

are found in the same pack. Also, following a few consecutive days of rain, strawberries which are too ripe should not be mixed with half-ripe ones.

Each acre of land requires six to 10 pickers depending on their efficiency and the quantity of fruit to be picked.

Fifteen pickers would be enough for a four-acre field which is to be picked every two days at the rate of two acres a day. Obviously, in order to keep the best pickers, they must be given steady work.

Before the pickers are sent out to the field it is absolutely essential for the grower to look it over and judge the quantity of berries ready to be picked, their size and uniformity, the average maturity of





the ripest fruit, and especially predominating defects such as distorted, cat-faced, dirty, mouldy, rotten, or hail-marked berries or those with hard, white tips, etc. Having looked over the field, the grower can give appropriate directions to the pickers. During his inspection he might make a collection of berries having various defects or at different stages of maturity to show the picker what to avoid. Berries which are less than three quarters coloured should not be picked, even for a distant market. Partly green strawberries mixed with mature ones go soft before they ripen and detract from the look of the box. The yield is also reduced if berries are picked before they have reached their full size.

### **Supervision of Pickers**

New pickers should be shown how to pick without marking, crushing or bruising the fruit.

All ripe berries should be picked. It is also better if rotten or malformed ones are gathered and put into a separate box instead of being left to spoil the good fruit. In fact, some growers pay pickers to rid the field of such rejected fruit.

A picker usually picks his side of the rows on each side of him. He should avoid crushing the fruit as he moves along or puts down his box. He should avoid dragging his box along the ground and so getting sand, soil or straw in the bottom of it. If possible, it is better to use a picking tray (or a basket or other container with a handle) to hold the boxes.

Boxes should be well filled so that the inside of the upper edge is no longer visible. Pickers should be told that a box should contain only berries which are of the same size and maturity and clean and free from defects. The grower should also aim at similar uniformity when making up lots for marketing. First grade berries must be at least three quarters of an inch in diameter.

### **After picking**

When the berries are brought in from the field, the grower should place boxes of the same quality together. He may arrange or "face" the berries at the top of the box but is not allowed to remove the inferior ones from the top only and thus give a false impression of the quality of the contents. As the fruit is brought from the field, the full boxes must be placed in a lightweight, movable shed or at least be well-spaced in the shade where air can circulate between them.

Strawberries are very fragile and perishable; hence any delay in cooling or shipping them may affect their quality or sale ability.

If placed in a refrigerated storage, strawberries take about six to seven hours to lose their "field heat". This means that they have time to deteriorate in quality while cooling. If they are intended for a distant market, they must be cooled down within two hours of being picked, then placed in cold storage or loaded into a refrigerated truck.

To cool strawberries rapidly, ventilation tunnels are used in which a very cold air current

reduces their temperature from 80 degrees F. to 40 degrees F. (26 degrees C to 8 degrees C) in less than an hour.

Berries of good quality so treated, and kept cool afterwards, remain eatable for several days after picking.

### **Department of Agriculture Assesses Suitability of Fish-Farming Sites Free of Charge**

With a view to sound and maximum use of farm resources, the Quebec Department of Agriculture's Special Programs Division offers farmers the services of specialists to assess the fish-farming (or piscicultural) potential of sites in Quebec.

In making this offer, the Department is also very interested in taking inventory of the fish-farming possibilities open to Quebec's farmers as a whole. Any duly recognized agricultural producer who has on his land a spring, stream, river or lake which might be useful for the purpose may apply to the Special Programs Service for analyses. One of the Department's biologists will then go to the site to study its possibilities.

If the conditions of the site meet all the necessary requirements and if there is a local market for fish, the steps the farmer may take to develop the aquatic resources of his farm will be discussed with him.

This preliminary evaluation is absolutely free of charge to the



farmer and he may make use of it whenever he wants.

Interested persons should contact the Special Programs Division, Pisciculture section, 200A Chemin Ste-Foy (10th Floor), Quebec City; telephone 643-2530.

#### Assistance for Mink Breeders

The Veterinary Service of the Quebec Department of Agriculture wishes to remind mink breeders of the assistance it provides for inoculating mink against distemper, botulism and infectious enteritis. As the critical time is from the beginning of July to mid-September, it is very important to have young mink (nine to 10 weeks old) vaccinated before that period. For adult mink, vaccination should be carried out from December 1 to February 15 or at least one month before mating.

In order to help you combat these diseases, which cause considerable losses of mink, the Department supplies vaccines at a small charge to the breeder.

Unlike preceding years, these vaccines will be given in triple form, i.e., they will protect against distemper, botulism and infectious enteritis. In the case of adult mink, it will cost the breeder 22 cents for the full dose (1 cc). For young mink, the cost will be 11 cents for the one half cc. needed. In addition to defraying most of the cost of the vaccine, the Department will see to buying the vaccine and pay the veterina-

rian's fees. However, the Department disclaims all responsibility in the case of deaths, losses, accidents or damage resulting from these vaccinations.



#### Up for Adoption

As part of the research program subsidized by the Quebec Agricultural Research and Agricultural Services Council, Dr. Laurent A. Charrette of Laval University's Animal Sciences Department is trying to get crossbred dairy-beef cows to adopt young dairy calves. These cows, which give more milk than beef cows, would then be feeding two calves and should thus produce about 800 pounds of steer a year. The aim of the experiment is to reduce production costs by raising more calves with fewer cows.



## **Towards the Conquest of the Agro-Food Industry**

It is the Department of Agriculture's intention to play a more dynamic role during the coming years as regards production, processing, distribution, marketing, and use of farm products.

Minister Normand Toupin believes that Government action would allow Quebec to secure a greater share of the farm product market which is an industry of major importance here. For example, Quebec ranks first among the Canadian provinces in the dairy sector. On the other hand, many food products which could be grown in Quebec still have to be imported.

In order to help farmers reach collectively objectives which would be unattainable on an individual basis, the Department of Agriculture has set up marketing boards responsible, among other things, for finding new markets, more efficient production methods and ways of ensuring the population with stable supply. The main object of the Government is to maintain a fair balance between production and consumption.

Marketing boards have already been set up for eggs and turkeys; the Department is establishing others for such products as pork, potatoes, and chicken.

The dairy industry is a major concern of the Department; in 1973, 34,000 producers sold fluid milk and industrial milk worth 300 million dollars.

Studies have been undertaken to find ways of preventing encroachment of the city on fertile land.

In Quebec, the land under cultivation represents only 3.2 percent of the total area; it is essential to prevent, for example, the most fertile soils of the Montreal plain and the St. Lawrence valley from becoming concrete, asphalt, or brick jungles.

Mr. Toupin states that a bill to save the most fertile farmland for agricultural purposes may have to be considered.

From "Québec at a glance"  
March, 1975.

### **From "This Month with Agriculture Canada"**

**75th anniversary of Canada's first credit union:** This year marks the 75th anniversary of the founding of Canada's first credit union. In 1900, Alphonse Desjardins started a "caisse populaire" in Lévis, Que. It is still in operation.

"Arm-in-arm with the cooperative movement, credit unions have helped Canadian agriculture to prosper," Agriculture Minister Eugene Whelan says.

**Ministers reach agreement on eggs:** Federal and provincial agriculture ministers here reached a broad agreement on measures to give the Canadian Egg Marketing Agency greater control over production and marketing of eggs.

The agreement was reached at an April 9 meeting in Ottawa. It would provide for an expansion of CEMA's inspection and monitoring system to exercise continual surveillance of the national hen flock to ensure that producers

remain within their quotas. Licensing of all producers, dealers, graders, and vendors will ensure greater accuracy in reporting all egg production and movement. Administration of the national agency will be reorganized with the appointment of a chairman and one other member of the executive by the federal minister of agriculture in consultation with the provincial ministers.

**New names for beef:** Agriculture Minister Eugene Whelan and Consumer and Corporate Affairs Minister Andre Ouellet have recommended adoption of a standard name system for beef cuts.

The new voluntary system consists of eight primary or wholesale cuts and 16 secondary cuts.

Under the new system, the forequarter is divided into five cuts: brisket, chuck, shank, plate and rib. Retailers who use the new system cut the chuck into chuck short rib, blade, cross rib, neck and shoulder. The plate is cut into short ribs and the rib into ribeye and short ribs.

The hindquarter is divided into three wholesale cuts: flank, hip and loin. For the retail trade, the hip is cut into the round, rump shank and sirloin tip; the loin is cut into the wing, tenderloin, porterhouse, sirloin, sirloin tip and T-bone.

Coined names also may appear on the label, but with the new system, standard terms will also be shown. An example: Beef Delmonico Steak — (Ribeye).





The WI usually brings fine weather according to Dr. A. C. Blackwood, Vice Principal of Macdonald College, in his speech of welcome to the QWJ's 61st Annual Convention. This time they brought much needed rain. It was certainly good to have it after our long, dry spell.

We were sorry Mrs. Westover was unable to be with us, due to illness, and we wish her a speedy recovery.

The impressions one receives at such a Convention are rather overwhelming. Where does one begin? The welcome from the ladies registering; the cheerfulness of the delegates, some new and some old friends; the handicraft exhibition — all those beautiful tea cosies and crib afghans, etc.; Miss Auger, perhaps for the last time as she will be retiring soon; the busy Executive; the hard-working Conveners with their interesting displays; the map of Quebec showing where all the WIs are — from Matagami in the north, our crowded Eastern Townships area to far away Grosse Isle and all represented by interested members; the Presidents' stories of their counties; the pigeons at daybreak; the simple pleasure of sitting down to a meal one hadn't prepared and no dishes after — a real holiday; the tea served so generously by the Faculty wives; the plays at night with "folklore" as their main theme — their humour, typical situations, dress and sense of history carrying us along on the road of nostalgia; Dr. Kevan's judging comments; our two visitors and guest speakers — Mrs. John McLean, our FWIC

President, and Mrs. Parker Rockwell, National Treasurer of the National Farm and Garden Association and a Grace E. Frysinger awardee from Michigan, U.S.A.

Perhaps the strongest impression was made by Mrs. McLean in her address at the morning session when she spoke on the Convention theme "Women in World Affairs." We wish we had space to print it in its entirety, but a condensed version of her speech follows. We'll have highlights of Mrs. Rockwell's address and more on Convention in next month's Journal.

Mrs. Jas. Robertson,  
QWJ Publicity Convener.

### Women in World Affairs

I am delighted to be here with you. It was with a great deal of regret that I learned that Mrs. Westover, your President, is ill and unable to be with us. I can just imagine what Mrs. Westover is going through at not being able to be here because I know how deeply she loves this organization, how very conscientious she is, and how responsible she feels about her office within the Quebec Women's Institutes. And certainly I know that each one of us will send her many a loving thought these days as we meet together.

I would like to give my official welcome to Mrs. Rockwell to Canada on behalf of Women's Institutes from East to West. As you know, Mrs. Rockwell is visiting with societies that are members of ACWW and we, as Women's Institutes, form one part of that. The women of the National Farmer's Union and the women

of Unifarm are also members of ACWW and Mrs. Rockwell will be visiting with them. But while she is visiting the Women's Institutes she is ours, and we do welcome you here. I hope that your visit from British Columbia to Newfoundland will not only be a pleasant one but also a very profitable one, and that you will go back to the National Farm and Garden Association in the United States and be able to give them a good insight into the kind of things that we do in our Women's Institutes and the kind of people that we are as Canadian women. I believe that this is the only provincial convention that you will be attending, but there will be large groups of women gathered to meet you wherever you go. I know how anxious they are to hear about the work of your Association, just as I know that you are anxious to meet all of them.

There are many bonuses to being in the position that I am in as your national president. Even though there are times that you have to work hard, there are a great many special occasions. One of the greatest of them is the opportunity that is mine during my term of office to travel into each of our provinces during one of the provincial conventions and to have the opportunity of meeting with my fellow Institute members in their own province and of sitting in and listening to the kind of programs that they are carrying on. Though our aims and objectives are the same, our motto for Home and Country is the same, wherever I go in Canada — and this is the beauty of it — the programs differ from province to province to meet the needs of the women, the needs of the community, and the needs



of the province in which they are located.

It gives me the opportunity to make a great many new friends as well as to get this first-hand look at the kind of things you're doing. I try to keep up with what you are doing through our magazines and newspapers, but it is not the same reading it at home in the kitchen in Eureka as it is in coming out and actually being with you.

I was most interested to learn about your entry into the Magdalen Islands and that you were able to start work there. The fact that you are expanding within the organization, I think, is a very important one.

As you know, I represent you at many meetings and at so many of them they say, "WI — what's that?" At one meeting I was sitting beside a man at lunch who said, "Oh yes, the Women's Institutes. You drink tea; you have bake sales, and you make quilts." And I said, "That's quite true," because I was drinking tea right then and there. "Yes, we have bake sales and we make quilts but that's only part of it." He said, "I guess that's right but this is what we hear most."

That made me think that maybe we're not doing the kind of public relations job that we should be doing at either the community level, or at the provincial level, or at the national level.

Another person said, "You're the WI. You always cater for all the suppers." You know, the good old work horses of the community — the Women's Institutes.

Another instance — I went to a meeting in Ottawa where I objected very strongly to some of the things that were happening through the Secretary of State's office. I felt that grants were being given to projects that didn't warrant them. A short time after that I received a telephone call from the Secretary of State's

office. They wanted to talk to me about grants and to know why the Women's Institutes were so slow in applying for one. I told them that in many cases we had applied for a grant and had been turned down. And she said, "Well, you know what's the matter with you. You're far too respectable." All I could say was thank God for that respectability. And I wasn't been blasphemous — I truly meant that.

However, I am not for a moment thinking that everything we do and everything about us is perfect or as it should be. Far, far from it. The fact that we have faults and we have weaknesses is bound to reflect in our organization, but I still am deeply convinced and deeply committed to the fact that we have an organization that has a great deal to offer to the individual member, or individual woman who wants to become a member, of our organization as well as knowing the kind of service that we can render in our community and the kind of impact we can make in our community, our province, our nation, and the world simply because of the kind of womanpower that we hold in our hands.

Your theme today is on women in world affairs based on International Women's Year. When we sit at home in our own little branch in our own little community we think we are just ourselves and part of a provincial organization. We often lose sight of the larger picture of which we are a part. Because you are a member in your local branch, then you are a member of the provincial organization and of the national organization, and, of course, of our international organization. You are one of eight million women. This sort of staggers people when you tell them that you are one of eight million because that is a lot of women.

What I want you to remember is the importance of you as the individual member. It's on you and on the other members of your

branch that are at home that the whole future of this organization — of all that we do — depends. Never fall into the rut of saying what can I as one person do?

In this day and age in which we live where we are becoming decentralized, moving out of our basic community unit and level as many of us remember it when we were younger, we need something which can be completely community based — which has its roots there. This is what our organization is. The whole chain stretches around the world and you are a link in that chain. The old saying that a chain is only as strong as its weakest link is true. It's up to you to go home from this Convention and inspire each of the links that you have as members to become a strong link so that we really are the meaningful organization that we like to think we are and that I know we can be, but it takes the effort of each one of us.

To go back to us as women in world affairs, we can look at our world in very different ways. We can look at it as just being our own home and that, I think, is a pretty narrow, small world. I'm dedicated to my family, even though I seem to leave them quite frequently. Part of being a Women's Institute member is our dedication to our home but that's not enough. You can be house bound, you can have dishpan hands, but you don't have to have a dishpan mind. You, as women, have to broaden yourselves and move out of the little world of your own home and your own family into the larger world.

There is much about International Women's Year that leaves me troubled and with very mixed feelings. Probably you would agree with me. I'm sure that the goals that we keep hearing them talk about are good. What troubles me often is that we are talking so much about the goals, but there seems to be so little meaningful action in achieving them. I have



visions of 1975 coming to an end and what have we had? We have had a lot of posters, "Why Not?" buttons, advertising through the media, some of which has even been ridiculed by other women as well as by men. Thousands of our taxpayers' dollars may have literally gone down the drain. And what have we got? I'm not sure. Certainly there was a tremendous need for International Women's Year or the United Nations wouldn't have decided we should have one. The United Nations Commission on the Status of Women decided that this was needed right around the world — that we should focus nationwide and worldwide attention on what was happening to women and what part women were playing in the development of the individual communities, and of their countries, and of the world as a whole.

For me every year in the Women's Institutes is International Women's Year. I don't think it was one that we had to designate as being 1975. I would like you to remember that, but only if we have lived up to our obligations and to the aims and objectives as we have laid them down. That means that since 1897 we have been talking about the kind of things that are being talked about now as the goals of International Women's Year. I would be the first one to say that maybe we haven't done enough because if we, and if other organizations similar to our own, had done the kind of job we should have done, then we wouldn't have needed this kind of year. Here in Canada we could have said we don't have to go along with the United Nations for this year because we have already done all that. We've accomplished that. And so it is that there was this need.

How are we going to be successful? What is there that you and I should do? It isn't possible for me to go into all the areas that

should be our concern as women. But let me just mention two or three things.

I noticed with great interest that you had at your Convention last year someone talking to you about wills, marriage contracts, matrimonial and property laws. There is the whole sphere of women and the law and the laws as they affect us. Whatever happens, if we are against it, it is up to us to try to stop it. Whatever exists now, if it is bad, it is up to us to do what we can to change it. That responsibility falls on us. We live under federal and provincial laws. Those that are federal govern us all. The provincial laws differ from province to province. It is up to you to be completely familiar with the law as it affects you in this province. How it affects the woman that lives next door to you or the woman down the road. Maybe there is a woman in your community who could quite easily find herself in the same kind of position as Irene Murdoch did in Alberta over property when she left her husband. She had worked for years on that farm and she got nothing. How well acquainted are you with what happens to the young woman living next door to you if her husband suddenly walks out and leaves her? What are your rights if it should happen to you? I could go on down the whole gamut of provincial laws, but it is up to you to know about them.

This is where I can say that some of the money being spent on International Women's Year is being well spent. I was privileged to take part in a seminar in Prince Edward Island where the Women's Institutes had received a grant from the Secretary of State's office to hold four seminars on women and the law, and they opened these to other women in the community. They had really good days. The day I was there they sat down for the whole day with a lawyer and asked him all kinds of questions. What the laws say about us,

what can happen to us and our property and what our rights are are so important. If we want to have them changed, we are going to have to go to the decision makers and ask them to change them for us. This is not an easy thing.

When I think about going to the decision makers I also think if only more of us offered ourselves as candidates for office so that we could be among the decision makers. Then the picture would change drastically. For years now — not as many in Quebec as in the rest of Canada — women have had the right to vote and the right to hold office. We have had that right in Nova Scotia since 1919 but haven't one woman in our legislature.

We have very few women in our municipal councils. It is difficult to get elected to a municipal council and then when you get there it is even more difficult to operate in this man's world. You have to work that much harder at everything to prove that you are not only just as capable but in a good many cases far more capable than those who have been going back by acclamation for centuries almost.

There are frustrations when I say you must go to those who can help you to bring about change. If enough of you women get together on something that really concerns you, not always but in a good many cases, you can bring about change. I thoroughly believe it. But you have to do your homework, you have to be extremely well informed, you have to have all the facts, and the background information. You've got to have a lot of enthusiasm and tireless energy. You're going to get it, but it is not going to be easy.

The Women's Institutes in my own county were very dissatisfied with the progress that we were making in the consolidation of schools. We wanted a new con-



solidated elementary school for the area. The first time that I accompanied a delegation of Women's Institute members before our municipal council was when my oldest child was in Grade 1. She graduated with her academic Grade 12 last year and we had the official opening of the school last Friday night.

Every year our little delegation of Women's Institute members sat in that municipal council chamber and spoke to them, and they were so pleased to see us. We sometimes sat as a vigilante group all day because we heard someone was bringing in a resolution to defeat our school. We just sat, and they kept thinking those women are going to have to go home and make supper for their husbands. No way. Our husbands could do without supper because we weren't going to trust them; we were going to stay.

It was frustrating. After this had been going on for about seven or eight years, I went home and I had had it. I couldn't take anymore. And what do you do? You blow off steam with your family and around the supper table. This is what families are so terrific for and particularly, I think, WI families because they have to have a very particular understanding of the kind of beast or creature that a WI member is. I've got a terrific family. I really blew up. I said, "I'm leaving. Let's move. Never, never are we going to get any kind of progress or change in this county." My husband is a very quiet and peaceful man and he said nothing. My oldest son, who was then about 12, said, "What makes you think that wherever you choose to live there aren't going to be problems?" With that kind of 12-year-old philosophy I went on with my supper and didn't say much more. And my youngest son, who was then about 10, said, "When you leave, please don't forget to leave your recipe or brown bread."

It cured my frustrations that day and I grew a great deal inwardly because of the kind of philosophy that my family had given to me on that occasion.

We, as women, have not always accepted our responsibilities. We're complaining that we haven't got women in the legislatures, or in the councils, or school boards. But have we done what we always should have done? Have you always supported a woman — not because she's a woman — but because to you she's the best person for that particular job? Sometimes I think that we women are our own worst enemies, and our attitudes toward each other must change.

A couple of years ago I was asked to serve on a committee in the Maritimes which dealt with consumers within the cooperative movement. They asked about 30 women to be on the committee and only two accepted. Now to me those other 28 had shirked their responsibilities because here was a place where they were being asked to serve. It was an extremely new idea and yet we fell down. I know that each one of those who turned it down had a great deal to offer. I knew they were busy women, but I felt that no matter how busy they were there was an opportunity for them to make an impact for the first time in that particular field, and they didn't do it.

This is why it is absolutely impossible for us to talk about women's rights, which we are talking about all the time throughout International Women's Year, unless we link those directly with our responsibilities as women. We can have no rights without having responsibilities. I sometimes think that this may be one of the weaknesses of a lot of what is happening in International Women's Year, because we talk so much about our rights over and over again, but we leave off the talk about what are our respon-

sibilities. Here I think primarily of our responsibilities within our family unit, and this, of course, must have top priority in our lives. I want us, as women, to have equal opportunities to choose whether or not we want to go outside the home or whether we want to stay. But then I also want for those of us who choose to stay within the home the same kind of recognition that someone who has chosen to have a career outside the home has.

As one example of this, it makes me cross when I go to Ottawa for meetings and there are people that tell me that the day of volunteer work in our country is over. They say you should do nothing unless you get paid for it. Just try to think of what is going to happen to our rural community if we're not going to do anything unless we get paid for it. They say you are minimizing the value of what you are doing because you are not putting a dollars and cents tag to it. It's the beginning of the end as far as I am concerned, because I don't see how we can function in a society where you don't do anything unless you get paid for it. Where on earth are we going?

I want us to have equality of opportunity, equality before the law, equality of employment practices — all these things — but I also want us to be very conscious of the fact that we are people and the men and children around us are people and our concern is not just for ourselves as women but our concern must be our concern for people everywhere.

I had an interesting experience just about a month ago when I was taking part in a seminar and a young woman said you know what I can't understand about rural women. You place your family first, your community second and, if you have any time or energy left, you think about yourself. She said you're wrong. You are an individual and you've



got to think about yourself first. She then went on to say that if tomorrow in order to fulfil herself and become the woman she wants to be, she decides she has to leave her husband and her children — then o.k.

Is there any wonder that I sometimes feel that I can't go to another seminar or another conference on your behalf? And yet I don't dare not to because somewhere in the midst of this in our country someone has to stand up for the kinds of things we still value, treasure, and hold dear and that we feel are basically important if we are going to have a strong nation. I think what Adelaide Hoodless said that a nation cannot rise above the level of its home is just as true in 1975 and the minute that that family unit weakens is the weakening of society. To me, this is one of the things that is happening right now.

It is not enough that you sit at your branch meeting and you shake your head and you talk about the sex and violence on television and in the magazines. It's not enough that you shake your head about what the government is doing about land use. It's not enough that you talk about it over a cup of tea with your next door neighbour. You've got to put some action into it. You've got to stand up and be heard. You've got to speak up.

I was at the New Brunswick Women's Institutes Convention recently, and there was a panel of gentlemen and one woman who were talking about the problem that I am hearing wherever I go in Canada and that's land use. The men on the panel — two were government men, one was representing the New Brunswick Federation of Agriculture, and one the Hog Producers of New Bruns-

wick — all said we are not accustomed to speaking to groups of women. We rarely have women at our meetings. I can't stand "Why Not?" but all I could say was why not?

We, as women, again have shirked our responsibilities because there is no reason why you shouldn't be at a meeting on land use. There is no reason why you shouldn't be at a meeting of the Federation of Agriculture. There is no reason why you shouldn't go in and sit down at a local council or school board meeting. Even if there is opposition, you don't give up. You keep right on because you've got to put some action behind the responsibility that you feel as women because of the rights that are yours as women. Just remember this. That what was and what is *is*, and what is going to be is what you and I make of it.

(Continued from page 10)

A woman lawyer has the right to be considered for appointment to the Bench on her merits as any other member of the Bar, and only merit should be considered in making an appointment to the Bench" (McRuer, 1968). One cannot argue with this statement. This is an attitude that must perpetuate into all professions. But very positive measures are needed to break the invisible as well as the evident barriers that still exist. The best advice that can be given at the moment is to encourage the participation of more women in public life where they have already been known to contribute effectively.

## Conclusion

In the Canadian economy women represent the greatest untapped source of needed manpower. They are not being utilized in the labour

force to their maximum potential. We are aware that women are reaching new levels of consciousness, and this is important, for unless they are aware that they are being discriminated against, they will be unable to change matters. It is up to management to improve the status of women and undertake the responsibility to seek, suggest, and encourage change. This may occur slowly but the result will be a greater equality of the sexes in management ranks.

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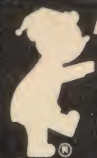
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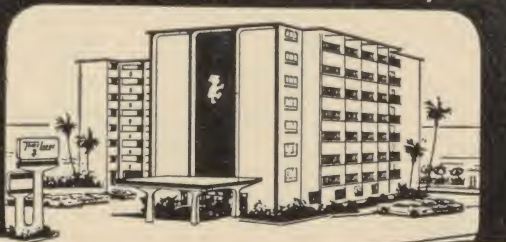
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